

REFERENCE TITLE: paid leave; study committee; reports

State of Arizona
Senate
Fifty-seventh Legislature
First Regular Session
2025

SB 1692

Introduced by
Senator Epstein

AN ACT

ESTABLISHING THE PAID FAMILY AND MEDICAL LEAVE STUDY COMMITTEE.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Paid family and medical leave study committee;
3 membership; duties; preliminary report; final
4 report; delayed repeal

5 A. The paid family and medical leave study committee is established
6 and consists of the following members:

7 1. The following members who are appointed by the president of the
8 senate:

9 (a) One member of the senate.

10 (b) One member who represents an organization of counties.

11 (c) One member who is from a small and rural chamber of commerce
12 and who is not a member of the Maricopa county chamber of commerce, the
13 Pima county chamber of commerce or the Pinal county chamber of commerce.

14 (d) One member who is from a well-established organization that
15 represents workers.

16 2. The following members who are appointed by the speaker of the
17 house of representatives:

18 (a) One member of the house of representatives.

19 (b) One member who represents a statewide organization of cities
20 and towns.

21 (c) One member who is a member of any of the following:

22 (i) The Maricopa county chamber of commerce.

23 (ii) The Pima county chamber of commerce.

24 (iii) The Pinal county chamber of commerce.

25 (d) One member who is from a well-established organization that
26 represents workers.

27 3. The following members who are appointed by the minority leader
28 of the senate:

29 (a) One member of the senate.

30 (b) One member who represents an employer with fewer than fifty
31 employees.

32 (c) One member who is from an organization that represents small
33 and locally-owned businesses.

34 (d) One member who is from a well-established organization that
35 represents workers.

36 4. The following members who are appointed by the minority leader
37 of the house of representatives:

38 (a) One member of the house of representatives.

39 (b) One member who is from an organization that represents small
40 and locally-owned businesses.

41 (c) One member who is from the hospitality industry.

42 (d) One member who is from a well-established organization that
43 represents workers.

1 5. The following members who are appointed by the governor:

2 (a) One member who is from an organization that represents a
3 statewide organization of public school educators.

4 (b) One member who is an expert on maternity depression or
5 postpartum depression, or both.

6 (c) One member who represents an employer of fifty persons or more.

7 6. The director of the department of administration or the
8 director's designee.

9 7. The director of the industrial commission of Arizona or the
10 director's designee.

11 B. The committee shall consist of two cochairpersons. One
12 cochairperson must be from the senate and the second cochairperson must be
13 from the house of representatives. Each cochairperson must be from
14 different political parties.

15 C. The committee shall meet a minimum of three times or at the
16 discretion of either cochairperson.

17 D. Committee members are eligible to receive reimbursement of
18 expenses pursuant to title 38, chapter 4, article 2, Arizona Revised
19 Statutes.

20 E. The committee shall:

21 1. Review and discuss the joint legislative budget committee
22 evaluation.

23 2. Consult with school districts, private schools and charter
24 school administrators to consider the costs and benefits of requiring
25 similar leave for public and private school employees.

26 3. Review and analyze the costs and benefits of paid family and
27 medical leave programs that have been established in other states.

28 4. Invite and hear testimony from entities, including private
29 businesses, state and local governments and local organizations, that may
30 be impacted by paid family and medical leave.

31 5. Invite and hear testimony and take comments from the public.

32 6. Require the joint legislative budget committee to create a cost
33 and benefit evaluation of the governor's paid parental leave pilot program
34 and provide any other analysis as directed by the committee.

35 F. The final report, and the preliminary report to the extent
36 possible, shall include the following information:

37 1. A summary of the committee's activities.

38 2. Recommendations regarding how entities may implement paid family
39 and medical leave.

40 3. Recommendations regarding how to structure and manage a paid
41 family and medical leave pilot program.

42 4. Detailed information regarding possible legislation to implement
43 and fund paid family and medical leave, including a suggested
44 appropriation amount.

1 G. On or before December 31, 2025, the committee shall submit a
2 preliminary report, and on or before March 1, 2026, the committee shall
3 submit a final report to the governor, the president of the senate, the
4 speaker of the house of representatives, the minority leader of the
5 senate, the minority leader of the house of representatives and the
6 director of the joint legislative budget committee and provide a copy of
7 this report to the secretary of state.

8 H. This section is repealed from and after June 30, 2026.